



Food Industries Association of Queensland Inc.



**GOLDEN
COCKEREL**
Chicken



Developing knowledge and engagement of employees

Group Activity



Cost Centre Focus



Cost of Poor Quality



COST OF POOR QUALITY (COPQ)

VISIBLE

SCRAP

REWORK

INSPECTION

DEFECTS

OVERRUNS

**LESS
VISIBLE**

PRODUCT FAILURE
IN THE FIELD

TIME LOST DUE TO
ACCIDENTS

INAPPROPRIATE
JOB SPECIFICATIONS

LACK OF
PARTS

RUSH DELIVERY COSTS

RETROFIT COST DUE TO
DESIGN DEFICIENCIES

COST OF LOST
SALES

EXCESS
INVENTORY

UNNECESSARY
PROCEDURES

REWRITING OPERATOR
INSTRUCTIONS

EQUIPMENT FAILURES

COMPLAINT
INVESTIGATION
COST

EXTRA OPERATIONS
(TOUCH UP, TRIMMING ETC.)

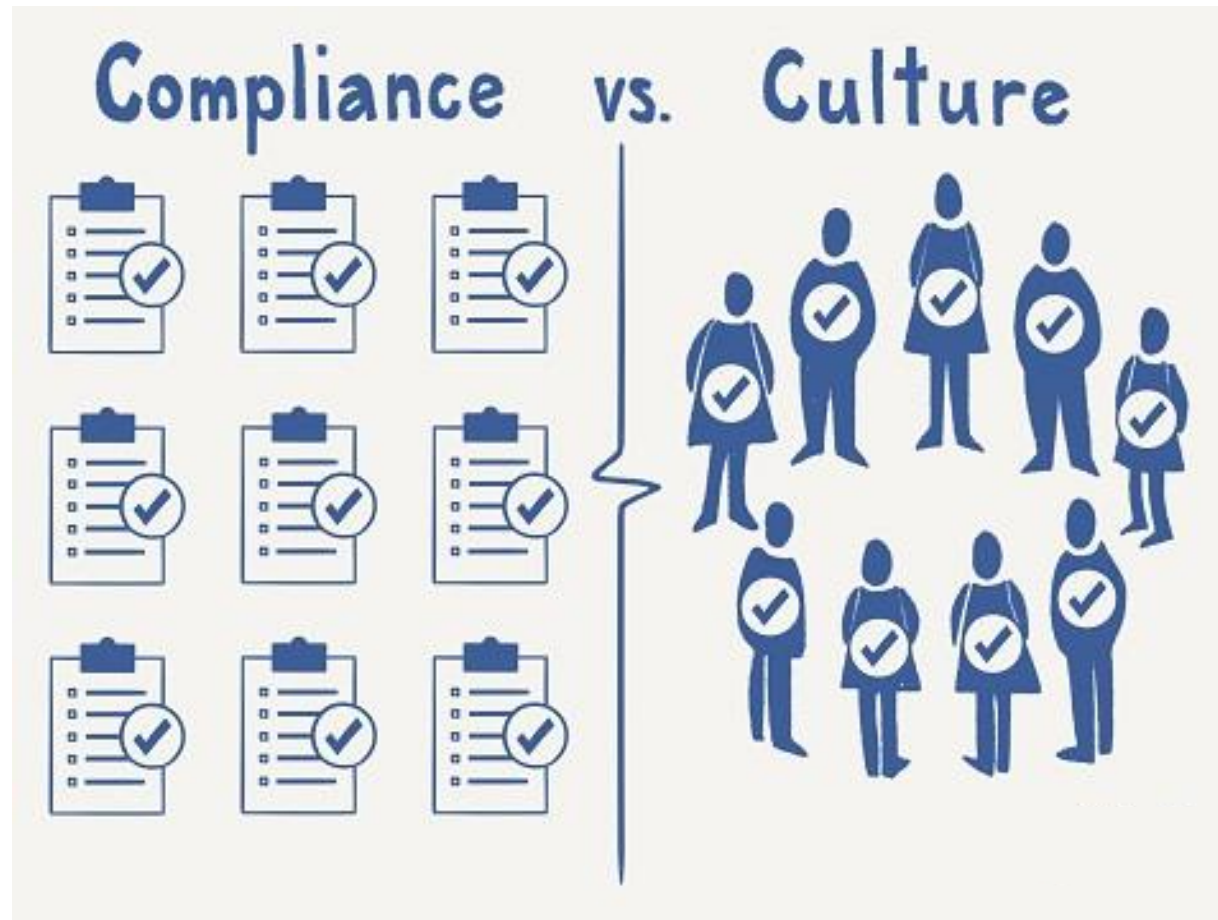
IDEAL TIME

PAST DUE
RECEIVABLES

Profit Centre Opportunity



What is your focus?



Developing Knowledge



Effective Strategies to Improve Employee Engagement



Ensure a great onboarding experience



Provide relevant career development opportunities



Empower employees to discover their potential



Appreciate their individual & combined achievements



Promote open, honest & transparent communication

Business Needs



Personal Development Opportunities



Organisational Development



Operational Capability



Technical Capability



Leadership Capability



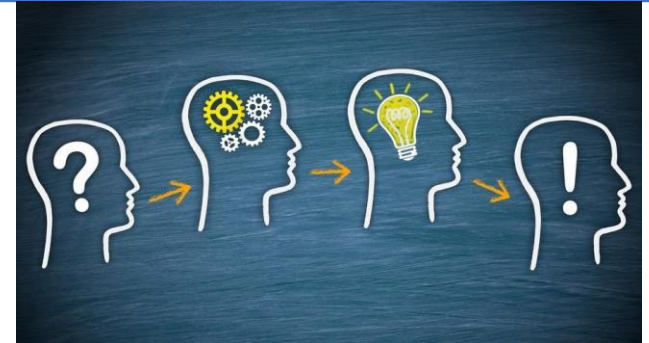
Compliance Driven



Business Growth



Personal Development



Organisational Development



**GOLDEN
COCKEREL**
Chicken

Operational Capability



**Certificate III in
Food Processing**
~100 participants

Traineeships
Supply Chain
Business Admin

**English Communications
Skills Training**
40 participants

Technical Capability



**UQ Food Safety
Skillset**
11 participants

Apprenticeships
2x Mechanical
1 x Electrical

Train the Trainer
24 participants

Leadership Capability



Learning to Lead
3 Participants

**Best Practice
Network Events**
HR, Safety, Operations

**UQ Leadership
Skillset**
11 participants

**Rising Star & Future
Leaders Program**

Offsetting the Training Costs



Apprenticeship, training and wage subsidies

<https://www.apprenticeships.gov.au/support-and-resources/financial-support-employers>

[Payroll tax exemptions](#)

[Workcover discounts](#)

Subsidised Training opportunities

<https://desbt.qld.gov.au/training/employers/funding>

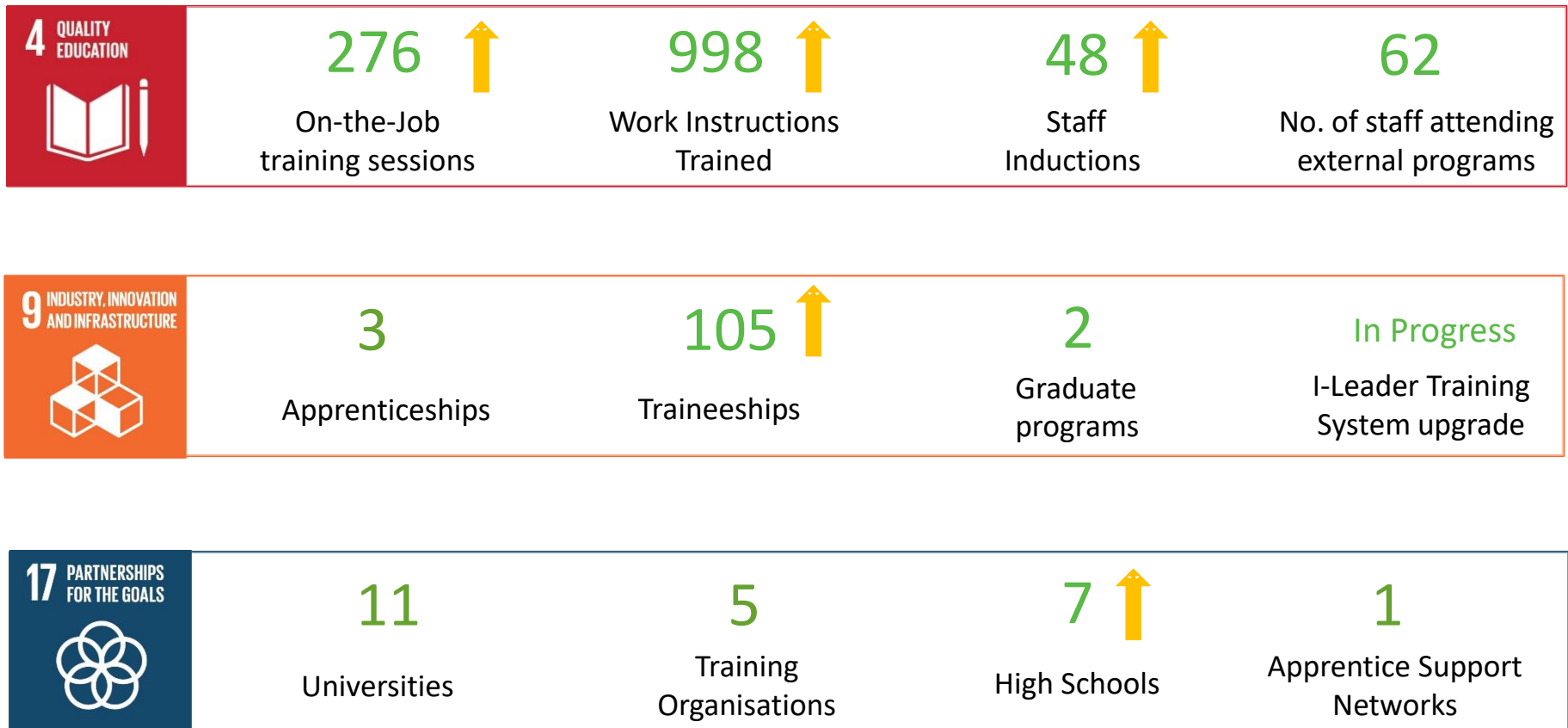


Time to become a profit centre – what's your true ROI on training?

Measuring Success



KPI Dashboard – aligned with the



Employee Engagement



Create engagement and development opportunities

Involve everyone, get them to own their own development

Push boundaries

Coach and mentor for success

Use regular engagement surveys to measure success



Group Activity



Your Choice

